Department
Seattle City Employees Retirement System
Current Classification Title
Personnel Analyst Personnel Analyst, Senior
Requested Classification Title
Deferred Compensation Analyst Deferred Compensation Analyst, Senior
Current Salary Scale
$45.47 - $47.54 - $49.46 - $51-29 - $53.27 $53.27 - $55.32 - $57.54 - $59.81 - $62.02
Requested Salary Scale
$45.47 - $47.54 - $49.46 - $51-29 - $53.27 $53.27 - $55.32 - $57.54 - $59.81 - $62.02
Request #
REQ21912
Position #
10004819, 10005913
Describe the history of how these needs came about (describe why/how/when/who; if applicable, describe any agreements/MOUs)
In 2024, Seattle Human Resources (SHR) submitted a request for the creation of classification specifications and salaries for a “Deferred Compensation Analyst” (historically classified as a Personnel Analyst) and “Deferred Compensation Analyst, Senior” (historically classified as a Personnel Analyst, Senior) in tandem with the reorganization and physical move of the Deferred Compensation Unit to Seattle Retirement effective January 1, 2025. Seattle Retirement includes Deferred Compensation and Seattle City Employees' Retirement System (SCERS). The deferred compensation analytical work would be better defined and appropriately distinguished from other citywide human resource services that continue to remain in SHR as well as from individual contributor defined benefit classifications located at SCERS.
What are the implications for the department if the legislation is not approved?
If legislation is not approved, these positions will not have an appropriate pay classification.
Were these changes a result of labor bargaining or negotiations?
No
Describe the history of these bargained changes
N/A
Has the Labor Relations Policy Committee (LRPC) approved these bargained changes?
N/A
If approved, what are the department's next steps?
If approved, the next steps would be to reclassify the positions in the new titles by completing and submitting a Position Description Questionnaire (PDQ) for each position to the City's Compensation/Classification department.
What is the total additional cost to the City associated with these changes?

The salary scale for the Deferred Compensation Analyst series and the Personnel Analyst series are the same range ($45.74 - $53.27 hourly & $53.27 - $62.02 hourly). There are no additional costs to the City associated with these changes.
Describe how the department proposes to fund these changes.
The administrative costs of the Deferred Compensation program, including the staffing positions, are fully covered by account fees paid by participating employees. The department does not cover these costs.